

RATIONALE FOR LEGISLATIVE HISTORY
IN CONFERENCE REPORT ON
NEW SECTION 15 OF THE AGE DISCRIMINATION
IN EMPLOYMENT ACT OF 1967

The 1967 Act in proscribing discrimination for age in the private sector specifies in Section 4(f) three areas beyond the scope of the Act. Exemptions are granted for instance:

- 1) Where age is a bona fide occupational qualification;
- 2) To protect bona fide plans for retirement, etc., and,
- 3) To assure authority for discharge of an individual for good cause.

The relief granted in the private sector under the 1967 Act should apply equally to the Federal Government. New Section 15 enacted in this bill recognizes specifically in Section 15(b) that there may be exemptions from the proscriptions of the legislation based upon a bona fide occupational qualification related to age. The attached suggested insertion in the conference report is intended to recognize that the proscriptions of the legislation do not apply in the event of a conflict with statutory retirement plans or discharge authority, the other two areas exempted in the private sector.